



COUNTY OF HUMBOLDT

For the meeting of: 11/28/2023

File #: 23-1389

To: Board of Supervisors

From: Human Resources

Agenda Section: Departmental

Vote Requirement: 4/5th

SUBJECT:

Approval of the Successor Memorandum of Understanding Between the County of Humboldt In-Home Support Services Public Authority and Service Employees International Unions (SEIU) Local 2015 for Persons in the In-Home Support Services Public Authority as Defined in the Public Authority Employer-Employee Relations Policy

RECOMMENDATION(S):

That the Board of Supervisors:

1. Adjourn as Board of Supervisors;
2. Reconvene as the governing body of In-Home Support Services Public Authority;
3. Adopt Resolution No. _____ (attached) approving the successor Memorandum of Understanding (MOU) for the SEIU Local 2015 for persons in the In-Home Support Services Public Authority;
4. Ratify the Chair of the County of Humboldt In-Home Support Services Public Authorities execution of the Memorandum of Understanding;
5. Direct the Clerk of the Board to return a signed copy of the agenda item, MOU, and Resolution to the Department of Human Resources;
6. Adjourn as County of Humboldt In-Home Support Services Public Authority; and
7. Reconvene as Board of Supervisors.

SOURCE OF FUNDING:

N/A

DISCUSSION:

On October 9, 2023, representatives of the county In-Home Support Services (IHSS) Public Authority and representatives of the SEIU Local 2015 for persons in the In-Home Support Services (IHSS) Public Authority agreed to the matters set forth below and in the attached Memorandum of Understanding (MOU):

1. The Base Wage for Providers shall be the state or federal minimum wage, whichever is highest.

2. The predecessor MOU included an ongoing wage supplement in the amount of fifty cents (\$0.50) per hour (“First Wage Supplement”) in addition to the Base Wage.
3. The Public Authority will supplement the Base Wage and First Wage Supplement with an additional wage supplement (“Second Wage Supplement”) in the amount of one dollar (\$1.00) per hour effective at a time to be determined by the State following bargaining unit ratification, Board of Supervisors adoption and State approval of the Parties’ successor Agreement.
4. This agreement shall become effective on the date of approval by the Public Authority and the appropriate state agencies. It shall remain effective through September 30, 2026. If this agreement is not approved by the applicable State of California agencies, it shall not be effective and the parties agree to return to negotiation within ten (10) calendar days of such disapproval.

In addition to the above, other provisions in the successor MOU were agreed upon in contrast with the former MOU. Steps in the Grievance Procedure were refined to identify the County Administrative Officer or Designee as the individual grievances will be advanced to in Step 4. The Health and Safety section was updated to include provisions that the Public Authority will make a good faith effort to provide standard gloves (including nonlatex gloves), masks, and antibacterial sanitizer, at no charge to Independent Providers and Consumers who request the supplies for the purpose of delivering care services. Additionally, a Training section was negotiated that specifies that the Public Authority shall budget \$7,500 per year for training for Humboldt County Providers.

FINANCIAL IMPACT:

Narrative Explanation of Financial Impact:

The county contribution of IHSS wages is through a Maintenance of Effort (MOE) payable to California Department of Social Services (CDSS). The MOE stipulates the amounts payable by the county to the state by service hour type and federal, state and local contribution percentages. The MOE also increases annually with a 4% inflation factor. The MOE for fiscal year (FY) 2023-24 is anticipated to be \$4,683,210. Approval of the Second Wage Supplement will increase the annual MOE amount by \$934,060 with a 4% inflation factor for future years. Approval of the increase will require submission of rate increase paperwork to the CDSS Public Authority Unit who approves and enacts the rate increase in the state payroll system for IHSS. The state process to increase the wage rate takes 60 days, because of this, the wage increase will not go into effect until February 2024. As the wage increase will not go into effect until February the overall increase in MOE for FY 2023-24 is anticipated to be \$389,191. The IHSS MOE is supported in Fund 1160, Budget Unit 511004, Adult Protective Services/IHSS in Department of Health and Human Services (DHHS). The MOE was included in the FY 2023-24 budget at \$5,000,000. It is anticipated that the cost of the MOE with the Second Wage Supplement will be \$5,072,401 in FY 2023-24. As the additional MOE is anticipated to cost more than the approved budget for FY 2023-24, DHHS will return to your Board to request a supplement budget to cover the overage once CDSS has issued the recalculated MOE amounts. Due to the agreed upon wage increase, it is anticipated that this will be an ongoing impact to the County General Fund. The County General Fund contribution will be requested annually during the budget process.

STAFFING IMPACT:

Position Title	Position Control Number	Monthly Salary Range (1A-E Step)	Additions (Number)	Deletions (Number)
N/A	N/A	N/A	N/A	N/A

Narrative Explanation of Staffing Impact:

There are no impacts to county staffing allocations.

STRATEGIC FRAMEWORK:

This action supports your Board’s Strategic Framework priority of creating opportunities for improved safety and health.

OTHER AGENCY INVOLVEMENT:

Humboldt County Department of Health and Human Services (DHHS)
California Department of Social Services (CDSS)
California Department of Health Care Services (DHCS)
California Department of Finance (CDOF)
Service Employees International Unions (SEIU) Local 2015

ALTERNATIVES TO STAFF RECOMMENDATIONS:

The County of Humboldt IHSS Public Authority could choose to not adopt the Memorandum of Understanding between the County of Humboldt IHSS Public Authority and SEIU Local 2015 for persons in the In-Home Support Services Public Authority; however, this is not recommended.

ATTACHMENTS:

1. Resolution No. _____ adopting the successor Memorandum of Understanding between the County of Humboldt IHSS Public Authority and SEIU Local 2015 for persons in the In-Home Support Services Public Authority
2. Successor Memorandum of Understanding between the County of Humboldt IHSS Public Authority and SEIU Local 2015 for persons in the In-Home Supportive Services Public Authority.

PREVIOUS ACTION/REFERRAL:

Board Order No.: 19-96
Meeting of: October 1, 2019
File No.: 19-1354